

Old Age, Disability, Death

First law: 1964.

Current law: 1975.

Type of program: Provident fund system (lump-sum benefits only).

Exchange rate: U.S.\$1.00 equals 677.5 shillings.

Coverage

All employed persons in the public and private sectors, except domestic employees.

Source of Funds

Insured person: 10% of wages.

Employer: 10% of payroll.

Government: None.

Qualifying Conditions

Old-age benefit: Age 55, and retirement from regular employment.

Payable at any age if emigrating permanently.

Disability benefit: Permanent incapacity for any work due to physical or mental disability.

Survivor benefit: Death of insured worker before retirement or emigration.

Old-Age Benefits

Old-age benefit: Lump sum equal to total employee and employer contributions, plus accrued interest.

Payable to worker under age 55 if unemployed or in noncontributory employment for at least 6 months: 1/3 payable after 6 months, 2/3 after 12 months. Payable in full to worker retired from employment to live in a village.

Permanent Disability Benefits

Disability benefit: Lump sum equal to total employee and employer contributions, plus accrued interest.

Survivor Benefits

Survivor benefit: Lump sum equal to total employee and employer contributions, plus accrued interest. Payable to surviving relatives or other heirs.

Administrative Organization

Ministry of Labor and Youth Development, general supervision.
National Provident Fund, administration of program; managed by a director-general.

Sickness and Maternity

Subsidized medical care available in government clinics and hospitals. Some private companies offer their employees free medical care at their clinics or private hospitals.

Work Injury

First and current law: 1948, as amended in 1966 and 1983.

Type of program: Compulsory insurance with private carrier.

Coverage

Employed persons.

Source of Funds

Insured person: None.

Employer: Whole cost, through insurance premiums varying according to risk.

Government: None.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 50% of earnings.

Payable after 3-day waiting period for up to 96 months.

Permanent Disability Benefits

Permanent disability benefit: Lump sum of 54 months' earnings, if totally disabled. Maximum, 108,000 shillings.

Constant-attendance supplement: 50% of permanent disability benefit.

Partial disability: Percent of full benefit proportionate to degree of disability, according to schedule.

Workers' Medical Benefits

Medical benefits: Medical, surgical, hospital, and nursing care, and medicines, up to cost of 6,000 shillings. Also expenses for appliances up to 3,000 shillings, and transportation up to 1,750 shillings.

Survivor Benefits

Survivor benefit: Lump sum of 41 months' earnings, less any disability benefits paid. Maximum, 83,000 shillings.

Payable to dependent survivors or, if none, reduced amount to partial dependents.

Funeral grant (if no eligible survivor): Up to 500 shillings.

Administrative Organization

Ministry of Labor and Youth Development, enforcement of law, approval of settlements, and payment of benefits.

Employers must insure liability with private insurance companies.

Unemployment

Labor code requires employer to pay severance indemnity to employee who was in continuous service for a period of 3 months or more.